

Hoffa Takes Union Back to Las Vegas and the Golf Course

Restoring Perks, Not the Power

Tom Leedham
Candidate for Teamster President
on the Rank & File Power Slate
Local 206, Oregon

Recent developments reveal more than any Hoffa speech the real priorities of our union's top leaders.

In September, our union wasted millions in dues money to send more than 1,000 Teamster officials to Las Vegas for a Hoffa campaign party and a golf tournament with employers with fees of \$1,200 a head.

To make matters worse, major Teamster employers actually paid for the greens fees at the Stallion Mountain Country Club, and the nice golfing outfits that Teamster officials were given. Does anybody really think that Roadway, Yellow, UPS, and other Teamster employers gave hundreds of thousands of dollars and expect nothing in return?

And a recent report — with documented facts and figures — reveals that the Hoffa administration has cut

the International's organizing budget to pay for campaign favors with the members' dues. Hoffa put 100 political supporters on the International payroll who already have other full-time union salaries, while reducing our union's organizing budget. The result? Multiple salaries are up and Teamster organizing is down.

Hoffa talks a good game about being our union's financial watchdog, but his actions betray a different agenda. Hoffa's priorities are perks and power for his friends and PR for himself. He has taken our union back to the Presser days of Las Vegas parties, golf outings with employers, and outrageous multiple salaries.

Hoffa also talks a good game about restoring the power at the bargaining table. But once again, his actions at Anheuser Busch and Northwest Airlines betray a different agenda. It's talk tough, settle short, then sell the weak results to Teamster members with expensive PR.

Fortunately, Teamster members know the difference between power and PR — and when given the

choice, they vote for power. Rank and file power just led to the victory of one of my running mates, Maria Martinez, over a Hoffa-appointed in the Local 556 election. Hoffa's own petition drive floundered and he failed to even get the 2,500 signatures he needed to qualify three members of his slate.

We've shown that rank and file power works. We have to continue to reach out to fellow Teamsters with a vision and our message that we can achieve our goals if members get involved.

We can't afford another five years of Hoffa negotiating weak agreements and give-backs in a booming economy. We can't afford another five years of wasting our treasury on multiple salaries instead of organizing and contract campaigns that build membership power.

The time to start is now. We will use the strategy of rank and file mobilization to elect hundreds of delegates, as we take our fight for the future of our union to the members.

That's how Rank & File Power will win.

Want to Build the Teamster Reform Movement?

The best thing a Teamster can do for a better union is:

- A. Read *Convoy Dispatch* to stay informed about events in our union.
- B. Join TDU.
- C. Attend the TDU Convention to attend educational workshops and participate in planning for the future.
- D. All of the above.

Your final answer? If you said "D. All of the above" you could be a winner. Use this form to join today, and see page 12 to register for the TDU Convention.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

____ \$35 one-year membership & subscription to *Convoy Dispatch*.

____ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

____ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

____ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

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Letters From Our Members

Would Pizzas Buy Mailing List?

I just read your article in the September *Convoy Dispatch* titled "Local Lists Used to Sell Insurance." As a Teamster in Boston Local 122 and a candidate in our upcoming local election, I was pretty upset to find out that the American Life Insurance company could get our mailing list in exchange for \$10,000 worth of free life insurance to members of the executive board. I realize this only happened in some locals, but what bugs me is that when I asked to do a membership mailing before nominations, I was told that I would have to wait until the nominations took place. Do you think that if I bought everyone on my executive board a couple of pizzas and subs that I could get the mailing list? Or I guess I could write to the American Life Insurance company and ask them to loan me a copy of my local's mailing list.

And what is with the IRB? If they knew about local union officers taking such gifts in the past, why wasn't it stopped immediately? They know it is illegal, and it is their job to make sure it doesn't happen. The very least they could do is fine the locals that are involved in these practices.

Patti Craig
Local 122
Boston

Central Pension Rules Unfair

The Central States Pension Fund made a ruling in 1994 that self payments for years before 1994 cannot be used for the newer class 17 and 18 pension benefits.

I feel this is unfair to the thousands of Teamsters who lost time through no fault of their own.

I have been in the pension plan since 1974. The fund said I could buy missing years, with interest. The interest cost more than the years.

I will have 25 years in 2001, but it is only good for the class 16 plan. I will have

21 years in the 17 or 18 plan, so I have to work over four more years to get 25 years of credit in the new plans.

The union wants to organize Overnight drivers and give them five or ten years of pension credit.

How about helping the Teamsters who lost time because of deregulation, closings and layoffs?

Julian Abts
Local 563, USF Holland
Appleton, Wisc.

Different View of NWA Contract

When I read the article, "Flying High at Northwest" in the September issue of *Teamster* magazine, I had to ask myself: is this the same contract I voted on and the same contract campaign I participated in?

There are several gross errors in the article:

Nancy Larsen comments that she is "delighted" with an employer-match 401(k) program. A program is outlined only in a side letter, and will only take effect if another union at Northwest implements such a plan. Currently, only management enjoys this benefit.

Larsen states there are improvements to disability insurance. Nothing has been implemented and we've received no details beyond a sketchy summary.

Also, we still can and do work 18-hour days. The only benefit is that, under extremely limited circumstances, we may be compensated more for it.

The article claims Local 2000 members were mobilized only after our first contract vote. This is not what happened. Our mobilization began long before and was greatest leading up to that first vote when we rejected the offer by two-to-one. After the vote, members were left in the dark for the remainder of negotiations. We were demobilized!

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. TDU can be contacted by e-mail at: tdudetroit@tdu.org or on the World Wide Web at: <http://www.igc.org/tdu/>

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217. Phone: (718) 624-7746. Fax: (718) 875-9336. E-mail: tdueast@igc.org

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The IBT may have spent more than \$700,000, but not all on assistance from IBT resource persons. The IBT sent more than six mailings to my home and to all 11,000 members (including a videotape) in an attempt to sell us a contract.

What outreach to the community by Airline Division Director Ray Benning? We did this ourselves.

Flight attendants won millions in gains only because we rejected the first contract. The IBT came in and shut down member involvement. The IBT let Northwest management search the computers of rank and file members and didn't stand up for our privacy rights. Sentiment over these repressive actions continues to this day, as the IBT's actions have caused member disgust and resentment. Some members are even talking about decertification — even after accepting the second contract that this article lauds.

Instead of simply working hard to enforce our new contract, we are now also working hard to rebuild the members' faith in the union and we must constantly remind ourselves that WE ARE THE UNION — not Hoffa. We can go on despite all the harm Hoffa has done to this local.

Andy Damis
Local 2000, Northwest Airlines
Seattle

Double Standard in Philadelphia

This spring I asked Philadelphia Local 115 if they would send me to the IBT Women's Conference. My business agent (the president of the local before the trusteeship) told me that Local 115 could not send members to conferences under the trusteeship.

So imagine my surprise when I learned that the union paid the tab to send a Hoffa supporter to the recent so-called "unity Conference" in Las Vegas.

It seems there are two standards for Local 115 members these days: one for members who support Hoffa and another for members who support Leedham and our membership's right to elect our officers.

This isn't the only time that I've been double-talked by my local officials under the trusteeship. After I paid my own way to the Women's Conference, I learned about convention delegate elections. So I asked International trustee Ed Keyser about his plans for holding delegate elections in Local 115. He pretended he didn't know what a convention delegate election was and gave me no information.

The double standards and double talk aren't stopping the Local 115 rank and file. We are joining TDU. We are building the Leedham campaign. And we will be running a reform slate for convention delegate next year.

Shirley DiCataldo
Local 115, University of Penn.
Philadelphia

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1999 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Sawoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Gillian Furst, Minneapolis Local 1145
Ashley McNeely, Minneapolis Local 2000
Joyce Mims, Atlanta Local 728 spouse

Members:

Alex Adams, Cleveland Local 407
Homer Lambert, Chicago Local 743
Matt Latzo, Baltimore Local 355
Maria Martinez, Pasco, Wash., Local 556
Michael Ruscigno, New York Local 802
Willie Smith, Columbus Local 413
Chris Sullivan, New York City Local 237

Alternates:

Raul Rodriguez, Jr., Los Angeles Local 630
Rob Hermann, Baldwinville, N.Y., Local 1149
Erik Jensen, Minneapolis Local 320

Meet Frank Burdell

Candidate for Central Region Vice President on the Rank & File Power Slate



Frank Burdell is a long-time fighter for the rights of Teamster members. He's joined the Tom Leedham Rank & File Power Slate to continue that battle.

Burdell is an elected BA in the 5,500-member Cleveland Local 407. He's part of a team that joined together to bring new leadership and new life to his local union.

Frank has worked in the cartage and freight industry for 27 years, most of it at Roadway Express. He's also worked road, city and dock at several other companies, including PIE, Helms, TransAmerica, and Dinner Bell Meats. His wife is also a Teamster, with 22 years at UPS.

Organizing is a major concern for Bur-

dell. As a rank and file member, Frank won an award for his dedication and involvement with the Local 407 Volunteer Organizing Committee.

He believes the International Union needs a commitment to organize companies such as CCX, American Freightways, Jevic and others. "The strength of the Teamsters is related to our ability to grow," Frank said. "If the International continues to ignore these companies we can expect the union companies to continue to take us on at the negotiating table and grievance panels."

Frank Burdell is pictured above (right) with Yellow Freight workers.

Freight Lines

Crouse Cartage Closes Without WARNING.

Some 1,000 Teamsters lost their jobs when Crouse Cartage, which operated 63 terminals in the midwest, closed on Sept. 16. This is the first closing of a major trucking company in 2000. Preston, ANR Advance and Nationway closed in 1999.

Crouse, like some other truck lines that have closed, failed to give the 60-day notice required by the Worker Adjustment and Retraining Notification (WARN) Act. The loophole they are trying to use is that advance notice would jeopardize efforts to stay in business, so they are exempt from giving their workers any notice at all. This loophole has made the WARN Act all but useless in the freight industry.

The announcement came as the entire IBT Freight Division was heading for Las Vegas to cheer Hoffa and golf with trucking employers. The IBT's only action to date has been to put out a letter from an attorney explaining Crouse's evasion of the WARN Act.

With the shortage of skilled drivers, some locals quickly placed a number of Teamsters at other carriers.

Hours of Service Changes Delayed.

By cutting off funding to the Transportation Department, Congress has effectively delayed any action on revising Hours of Service regulations for at least a year. Last spring the Transportation Department issued proposed rules that would have limited drivers to 12 hours on-duty per day, with no distinction between driving and non-driving time. The proposed rules would have established a 24-hour clock and required two consecutive nights of sleep between midnight and 6 a.m. for long-haul drivers every seven days.

This proposal set off a furious battle between highway safety groups who said the proposal did not go far enough and trucking industry groups who condemned it as too expensive, unworkable and counter-productive. Joan Claybrook, president of Public Citizen, accused the administration of caving in to industry pressure, while the American Trucking Associations praised the delay. The Teamsters were also pleased with the delay, claiming it would allow them more time to get the opinions of their members about how to improve rules on hours.

Some Key Locals Take the Lead

Airborne Steps Up Drive for Concessions

Airborne Express continues its two-pronged move to get mid-term concessions from some 9,000 Teamster members, but some local union leaders are calling for a Teamster plan to deal with the situation.

In September five local unions issued a call for a meeting to devise a united Teamster response to Airborne's moves on Airborne@home and the company's drive to get concessions for their coming Ground Delivery Service.

Meanwhile, management continues to send dog-and-pony shows around the country to each local to soften up local leaders and Airborne Teamsters.

The five locals who initiated the call for united action — New York 295, Chicago 705, Seattle 174, Portland 162, and Cleveland 407 — represent about half of all Airborne Teamsters. Reportedly, several other Airborne locals then joined in the call for a united plan of action.

Airborne's All Out Drive

Airborne management is going all out to soften and divide us. They have sent a video to all their Teamster employees; they have visited with each local, in some cases more than once, and brought in top management to do it.

They are asking for deep wage and benefit cuts. They are floating a top rate of \$14 an hour (no doubt they will sweeten that later) for ground delivery drivers. (UPS ground delivery drivers make \$23 per hour.) They've dragged out that tired old two-tier argument of "don't worry, we will red circle all the present

employees." Teamsters know the value of solidarity, and know that putting a two-tier scale in place always drives down the best wages.

Meanwhile, they are picking off individual locals, one by one, to sign a deal for Airborne@home, again with a "red circle" carrot. Several locals, told by the International that they are on their own, have signed it. This is an issue that needs a strong response from the International union, with the involvement of the locals and the rank and file.

There may be no easy answers to the Airborne situation for our union, but the locals who have initiated the call for a strategy meeting and a united plan are on the right track. Airborne Teamsters deserve the full strength of our union used on their behalf.

National Freight Meeting

•
TDU Convention
Nov. 5
Cleveland

See page 12 to register.

Houston Yellow Freight

Kangaroo Court Backfires

Houston Local 988 president Chuck Crawley is persisting in his attempts to remove a popular elected Yellow Freight steward who had the temerity to run on a slate opposed to Crawley in the last election. First, Crawley removed Danny Vela as chief steward, but when he received a petition signed by 94 percent of Vela's co-workers supporting him, he decided to press internal union charges against Vela on the basis of two letters he received from disaffected members.

It backfired. When Crawley's executive board met to hear the charges, two of them couldn't make it, so Crawley replaced them with two of his hand-picked election committee members. But even this stacked deck wasn't good enough. Over 70 rank and file members attended the hearing. For 13 hours witness after witness testified about how baseless the charges were and that they were satisfied with Vela's performance as chief steward. Even Crawley's buddies on the hearing

panel had to relent and exonerate Vela on every count. While the charges against Vela were widely posted throughout the local, the outcome of the hearing was not.

Despite Crawley's failure at the panel he has refused to reinstate Vela and his seven alternates to their steward's positions and has called for a new election. And what a strange steward's election it is! Ballots are being mailed to members' homes, but the ballot box is at Yellow Freight. Members who do not receive their ballots are told they must go down to the union hall in person and get their ballot. Not surprisingly, many Yellow Freight members have not received their ballots in the mail.

Protests about Crawley's continued persecution of Vela and his alternates to General President Hoffa have gone unanswered, but Hoffa has appointed Crawley an International Representative and rewarded him with an extra salary, angering many Local 988 members.

Countdown to the UPS Contract

In 18 months UPS negotiations will begin. It may seem like a long time, but now is the time to plan ahead.

The UPS Network to Defend our Contract will launch a campaign to win the best contract we can, and we will begin at the TDU Convention, Nov. 3-5 in Cleveland.



Wendy Averhoff
Local 638 Package Car Driver
Minneapolis

"Before our contract is negotiated the rank and file needs a plan. We need a strategy to build our network and give UPS workers a voice in how our contract is negotiated. That means knowing how to talk about our next contract to get members involved. We can make those plans in Cleveland."

Look at what's happened in the past 18 months that threatens our contract:

- Last year we had massive subcontracting of feeder work.
- An increase in terminations of stewards, strike leaders and other good Teamsters.
- Displacement of part-timers from the best jobs to divide us about our full-time jobs victory.
- An open announcement by UPS top management that they are "in love" with James Hoffa

We can expect more to come. And we can expect management to once again push their "last, best and final" offer on the union, as they tried in '97. But this time, if James Hoffa is in office, they will be handing that offer to someone who has made Teamsters at Anheuser-Busch and Northwest Airlines vote on the company's offer, and told them to accept it or else.

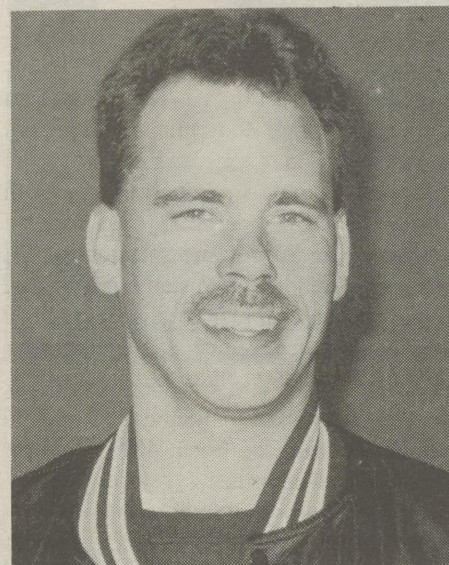
UPS's actions can give us some idea of what they'd like to see in the next contract. Just some of what we might expect from UPS next time:

- Elimination of Teamster Pensions; company plan instead.
- Unlimited subcontracting of good jobs.
- Allow discipline for workplace injuries.
- Elimination of right to honor picket lines.

- Unlimited \$8/hour part timers.
- Unchecked expansion of mileage feeder runs.
- Team concept to be legalized.

TDU Convention the Place to Start

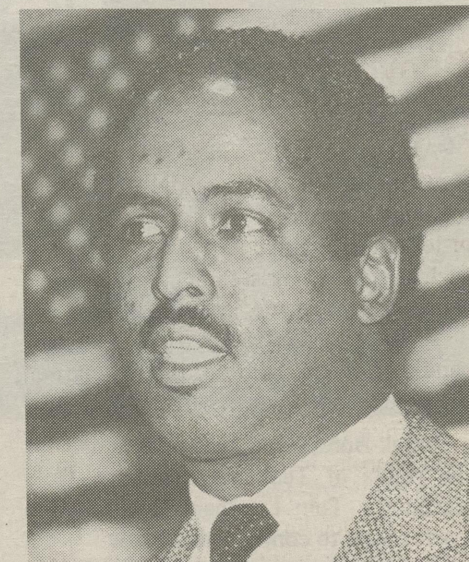
This and other issues will be taken up at our Cleveland meetings. Concerned UPS Teamsters should plan to be there.



Paul Kelly
Local 177 steward
Hillside, N.J.

"Too much overtime, harassment, and repeated injuries are just a few of the problems that package car drivers deal with. My drivers want to see change. They want me to be well informed and have strategies to help them win this change. At the TDU convention I can learn more ways to take on UPS in the three days I am there than in years of practice. I wouldn't miss it for the world."

The convention will also feature many educational workshops of interest to UPS Teamsters, and a chance to meet members of the Rank & File Power Slate. See page 6 for full workshop listing and convention schedule. Use the form on page 12 to register now.



Mike Savoir
Local 41 Feeder Driver
Kansas City

"Last year's rampant subcontracting showed us that without a strong International leadership UPS can get away with massive violations. The only thing that stands in their way is an informed, educated rank and file. We have to make sure that we continue to build and maintain that educated and involved base that made our strike victory in 1997 possible. We also need to make plans to mobilize that base to solve the problems with our IBT leadership. Build Rank and File Power!"

UPS and Downs

Court Decisions Affirm Rights.

In two separate cases, the federal courts reaffirmed UPS employees' rights to warning letters prior to termination for an offense not listed as a "cardinal sin" in the applicable contract supplement.

The first case involved a New York Local 804 member involved in a physical altercation with a supervisor; he was terminated without a warning notice. The Local 804 supplement has only two cardinal sins, drinking and proven dishonesty, so the member should have stayed on the job under innocent-until-proven-guilty language. The grievance procedure upheld his termination, but Local 804 attorneys sued the company claiming that even if the discharge held up, the employee should be paid for the long period it took to arbitrate his discharge. A federal court in New York granted him the back pay.

In a case from Hawaii Local 996, a federal appeals court overturned an arbitration decision and ordered UPS to reinstate a member with full back pay and interest. The member had been fired for profanity, which is not a cardinal sin in the Western Region supplement. Relying on the same national contract language that prohibits termination and suspension pending discharge, Article 7, Paragraph 1, the appeals court overturned the arbitration decision; the driver was reinstated with full back pay.

These rulings reaffirm contract language won in 1993. This should also be a wake up call to union officials in the Central Region, where supplemental Article 17, Paragraph i., lists "other serious offenses" under cardinal sins. Expansion of the list of cardinal sins in any supplement would be a grave error.

(By the way, UPS's "last, best and final offer" before the 1997 strike included **national** language that identified other serious offenses as cardinal sins.)

Southern Grievance Panel Gives Away Another One.

A Memphis Local 667 air driver making \$17.30 an hour who bid on an inside full-time only job was forced to take a \$4 an hour pay cut. The company argued that Article 41, Section 3 said he should be paid the inside part-time rate for a part-timer with his seniority. The issue was taken to the Southern UPS Grievance Panel where union officials let the company prevail. Article 41 clearly states that part-timers will retain their higher rate when they accept a full-time job.

UPS National Panel at Hoffa's 'Unity' Conference

Dan Eby
Local 688 Feeder driver
Earth City, Mo.

Local 688 chief steward Oscar McHughes and I accompanied our BA, Mike Goebel, to the national grievance panel in September to fight to protect good full-time jobs.

We had to go to Las Vegas, because the grievance panel was held during Hoffa's "Unity Conference," and the James R. Hoffa Scholarship Golf Tournament. The conference had over 150 UPS management people there.

It was hard seeing people from the past there — Billy Hogan, Frank Wsol, and others from the bad old days, back in Las Vegas casinos and golf resorts. There were lots of T-Shirts for the James R. Hoffa Fund. Of course, they can claim these are not campaign shirts for James P. Hoffa.

There we were, working to protect our contract in this environment.

In May UPS management bid four new Article 22 combination jobs that violated the contract, which states that these jobs

are to be created from "existing part time jobs." These "new" jobs consisted of four hours of feeder wash (pulling empty trailers off the primary and spotting in an empty staging area) and four hours of hub work. No part-timers had ever driven feeder equipment at the Earth City building before.

McHughes filed a grievance and all feeder stewards signed on.

In Las Vegas, the panel heard our case. The company's case seemed weak: "We've always had part time car washers." But they moved package cars, not feeder equipment.

The grievance was deadlocked. We were told afterward that the company would "work with us." We had the impression the company would remove feeder washing from these job descriptions, but so far they have not changed. The company says they need two to three weeks to make the change.

The good news is that hopefully we will get this contract violation stopped. But the company avoided setting a precedent on this issue, on the record.

Overcoming Election Dirty Tricks

Local union elections are being held in dozens of locals across the country this fall, and local elections for convention delegates are not far behind. With the new Teamster election season, it's time for the Old Guard to pull out their favorite dirty tricks to undermine Teamster democracy.

Here are a few to keep your eye out for.

Denying Your Right to do a Mailing

All candidates for local office or convention delegate have the right to conduct mailings to the local union membership — or to targeted segments of the membership such as stewards or certain companies — as soon as they are a declared candidate.

A favorite old guard trick is to deny candidates their right to do a mailing until after the nominations meeting.

Hoffa's Eastern Region Vice President John Murphy just played this game in his home local. But his opponent immediately filed an election protest. Murphy was forced to give in and the mailing went out.

Remember, all that's required of you is that you send a letter declaring your candidacy and announcing your intent to do a mailing. Sample letters are available from TDU.

Denying Your Eligibility

There's nothing that an incumbent likes more than to disqualify the opposition for being ineligible to run. So make sure you dot your i's and cross your t's. Then take action quickly if your rights are violated.

In order to be eligible to run for local union office or convention delegate, you

need to have paid your dues on time for 24 consecutive months. All candidates should send letters to their local secretary-treasurer (or the Election Administrator if running for delegate) verifying their eligibility. Under the Teamster Constitution, the secretary-treasurer must respond within five days.

Nominations Meeting Tricks

One Old Guard trick is to recruit an ineligible person to nominate the reform opponent. Then after the meeting, the reformer is declared ineligible to run because he/she was not properly nominated. (Nominators and seconders must be paid up and in good standing.)

Avoid any problem by lining up your nominators in advance and having your nominator and seconder put their nomination into the record even if a surprise supporter also nominates you.

Trumped Up Charges

One tool that Old Guard officials use to try to avoid contested elections is to file trumped up internal union charges against their opponents to have them suspended from union membership so they are ineligible to run for office.

After TDU member Maurice Cobb began campaigning for office in Local 528, he faced a slew of trumped up internal charges for impersonating a union representative (by campaigning!) and for statements he made to fellow members while on the campaign trail.

The charges violated Cobb's rights under federal law (the Landrum-Griffin Act) which protects union members'

rights to express their opinions on union matters and to run for local office without retaliation.

As *Convoy Dispatch* goes to press, Cobb is demanding that James Hoffa dismiss the illegal charges and is preparing to go to federal court with the help of an attorney.

Candidates facing bogus internal charges should contact TDU. Act fast because protests must be submitted in a timely way.

Inform Yourself and Win!

These are just a few examples from the Old Guard's bag of dirty tricks. The good news is that informed members who act fast can secure their rights and

run and win!

For more information, all members who are thinking about running for union office or convention delegate should take the following steps:

- **Buy TDU's book, "Running for Local Union Office."** The book covers everything from your legal rights to successful tactics for winning campaigns. See ad below to order.
- **Come to this fall's TDU Convention.** Attend workshops on running for union office and convention delegate and share strategies with rank-and-file reformers who have put together successful campaigns.
- **Contact TDU** to schedule a workshop in your area or to consult whenever you need legal or organizing advice.

How Hoffa's Trusteeship Soaked Our Union Treasury

Maria Martinez
Secretary-Treasurer, Local 556
Walla Walla, Wash.

James Hoffa imposed an emergency trusteeship on Local 556 14 months ago and canceled our local union election, citing, among other things, the need for the local to regain its "financial stability." After taking Hoffa to court and trouncing his hand-picked slate by three to one in the local election, Local 556 members have taken back our local.

But when the new executive board took office on Sept. 1, we discovered that Hoffa's trusteeship had soaked our union's treasury. The new Local 556 officers have taken immediate steps to put the local back on track.

Under Hoffa's appointed trustee, Al Hobart, Local 556's spending outpaced its revenue by \$180,000 in just 14 months. Hobart spent in the red in 12 of those 14 months. Despite this dismal record, Hoffa congratulated Hobart in a letter to the Washington Joint Council for "restoring Local 556 to a stable position!"

Much of the spending under the trusteeship went directly into the pockets of Local 556 officials in salaries, multiple pensions, and high expenses.

Hobart seemed to go out of his way to spend more money than the local could afford. One of the first things he did as trustee was to increase the second pension that Local 556 officials received (the Pacific Coast Benefits Trust) by 16 percent. Hobart increased spending on multiple pensions even though the local had been running a deficit for at least six months straight!

Hobart also used his power as trustee to establish a new policy that allowed Local 556 officers and staff to collect thousands of dollars in "unused" vacation when they quit their posts.

Other payments made by Hobart are also under investigation.

For example, Hobart sent \$16,500 of Local 556's treasury back to his own Local 760, claiming these were "reimbursements" for his services, even though Hobart rarely came to Local 556 and had an assistant trustee who ran the day-to-day operations of the local.

This \$16,500 in "reimbursements" is on top of the \$57,200 salary (plus benefits) for the Local 760 business agent who served as Hobart's assistant trustee. The \$16,500 also does not include the \$1,779 spent on meals for the trusteeship, \$3,349 spent on rooms for the trusteeship, \$3,130 spent on auto expenses for the trusteeship, and \$287 spent on "other" trusteeship expenses.

The new Local 556 has put a stop to the wasteful spending.

- As we promised during the campaign, we have slashed the maximum salary for a local official to \$35,000. Even this modest salary is more money than most of the members make in this mostly food processing local.
- Without reducing the number of union representatives and staff who serve the members, we have saved \$91,452 a year in salary cuts.
- We also eliminated the second pension plan for officers and staff, saving almost \$30,000 a year.

We have established a new budget that will end years of deficit spending and restore financial strength to our local. And we have done it while increasing the budget for educational programs, local communications and other programs that benefit the members.

Was the financial mismanagement at Local 556 under the trusteeship incompetence or was it an attempt to gut our local's finances before reformers took office? I will let you be the judge. Either way, when you hear President Hoffa promise "financial stability" I suggest you watch your wallet.

Running for Local Union Office:

How to Use Election Campaigns to Build Member Involvement and Transform Our Union

Based on the experiences of dozens of successful reform officers, this 86-page booklet covers every aspect of campaign organization.

Price: \$10

Please send me _____ copies.

☐ check or money order enclosed

Visa/MC # _____ exp. ____/____

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to:

TDU, P.O. Box 10128, Detroit, Mich. 48210

313-842-2600 Fax: 313-842-0227

Convention Schedule

Friday, Nov. 3

Registration & Hospitality	11 a.m. - 5 p.m.
Teamster Women's Network	12 p.m. - 1 p.m.
Workshops Session I	1 p.m. - 3 p.m.
Workshops Session II	3:30 p.m. - 5:30 p.m.
Session with the Election Administrator	5:30 p.m. - 6:30 p.m.
Election Administrator William Wertheimer will explain the rules for the 2001 International and delegate elections and take questions.	
Dinner & Program	7 p.m. - 9 p.m.
From Reform to Rank & File Power	
Cash Bar & Reception	9 p.m. - midnight

Saturday, Nov. 4

Registration	8 a.m. - 10 a.m.
Special Meetings	8 a.m. - 9:15 a.m.
Teamster Women's Network	
General Session	9:30 a.m. - 11:45 a.m.
Their Vision vs. Ours	
National Organizer's Report, Ken Paff	
Nominations for TDU International Steering Committee	
Recruitment Awards	
Lunch	Noon - 1:00 p.m.
Black Caucus Lunch Meeting	Noon - 1:00 p.m.
Workshop Session III	1 p.m. - 3 p.m.
General Session	3:30 p.m. - 4:45 p.m.
The Fight for Reform in 2001: The IBT Convention, running for delegate, and building a movement for a better union.	
Financial reports	
Resolution presented by ISC, discussion and vote	
Special Events & Cash Bar	5 p.m. - 7 p.m.
Voting for ISC	
UPS Meeting	
Special meetings, additional workshops	
Banquet & Dinner Program	7:30 p.m. - 10 p.m.
Keynote Speaker: Tom Leedham, Candidate for Teamsters General President on the Rank & File Power Slate.	
Meet the Rank & File Power Slate candidates. Fundraising Program.	
Voting for ISC	10 p.m. - 11 p.m.
Reception & Cash Bar	10 p.m. - Midnight

Sunday, Nov. 5

Special Meetings	8 a.m. - 9 a.m.
Jurisdictional Meetings	9 a.m. - 11 a.m.
Airline	
Brewery	
Carhaul	
Freight and Cartage	
Grocery/Warehouse	
Local Contracts	
Public Sector	
UPS	
Waste Haulers	
Lunch	11 a.m. - Noon
Workshops Session IV	Noon - 2 p.m.
Closing Session	2 p.m. - 3 p.m.
Fighting for Workers Rights in a Global Economy	
Election of ISC Officers	
Closing Remarks	

Convention Workshops

Friday

State of the Union & Building for Victory in 2001. Discuss the impact of the Hoffa administration, the issues facing Teamsters at our upcoming IBT Convention, and strategies to take the union back in 2001.

The Economic Boom & Your Contract. How is the so-called "boom" impacting workers? Look at current economic trends and gain a better understanding of the economy and your contract.

Legal Rights on the Job & In the Union. This hands-on session will cover labor laws and Teamster rules from the viewpoint of Teamster members.

Roots of TDU—the History of Teamster Reform. Learn the unedited Teamster history. Hear about the rank and file struggles that changed our union.

Running for IBT Convention Delegate. Our movement needs delegates at the IBT Convention in 2001 to fight for reform. Learn how to run a winning campaign, including fundraising, building a network, and election rules.

Beating Apathy. Learn effective communication and organizing techniques to reach members and boost participation—from union meetings to shopfloor actions.

Being an Effective Leedham Campaign Organizer. We have what it takes to win. Get the campaign off to a good start in your area. Learn tactics for recruiting supporters and volunteers, organizing events, and building TDU.

Saturday

Running for IBT Convention Delegate or Local Union Office. See Friday. Running a campaign for either delegate or local union office requires similar planning and tactics.

Building Rank & File Unity & Power. Learn strategies to involve members and have an impact from speaking up at meetings, to changing your bylaws, to building a shopfloor base.

Fighting for a Contract When Your Officers Won't. Learn how you can impact what's happening at the bargaining table. Get expert advice on building a rank and file contract campaign.

Bargaining Strategies for Negotiators. Share tactics for negotiating better contracts, including: preparation, employer tricks, new member organizing, and involving members and the public.

Grievances: How to Write, File & Win. Beginning level for members and new stewards. The basics of preparing and advancing a grievance from start to finish.

Advanced Steward & Activist Training. Experienced stewards and activists know that grievances alone are often not enough. Discuss proven techniques and strategies to tackle shop floor problems by involving the members.

Using the STAA to Fight for Truck Safety and Your Job. Learn about the STAA from attorney Paul Taylor of the Truckers Justice Center. Find out how grieving and fighting over safety issues can give you added job protection.

Pension Rights. Planning for retirement? Getting the run-around from your pension fund? Get straight answers about your rights from pension expert and attorney Ann Thompson. (Time constraints will not allow for individual case reviews.)

Fighting Mid-Contract Changes. Attorney Robert Schwartz discusses what you need to know about the company's obligation to bargain over mid-contract changes in work rules, attendance policies, schedules or job assignments.

Computer Age Organizing. Use electronic media effectively in your organizing. Share strategies on web sites and e-mail lists.

Sunday

Leaflets and Newsletters that Work. Learn how to get your message across and tips on improving publications. You'll get better results in your shopfloor organizing, your election, or your contract campaign!

Understanding the Family Medical Leave Act. Attorney Robert Schwartz will discuss the law and information on bargaining and membership rights involving absenteeism policies and family and medical leave.

Beating Production Standards. What warehouse workers and other Teamsters working under production standards need to know to beat the boss at their game.

Ins and Outs of Managing Your Local Union. The nuts and bolts of getting the union on the right track — from finances to staffing to planning. Local officers discuss how they organize their time, build local programs, and conduct meetings.

Building Coalitions to Fight Corporate Greed. Teamsters are involved in new struggles from battling corporate globalization to fighting for living wages. Hear from reform activists who are redefining Teamster political action.

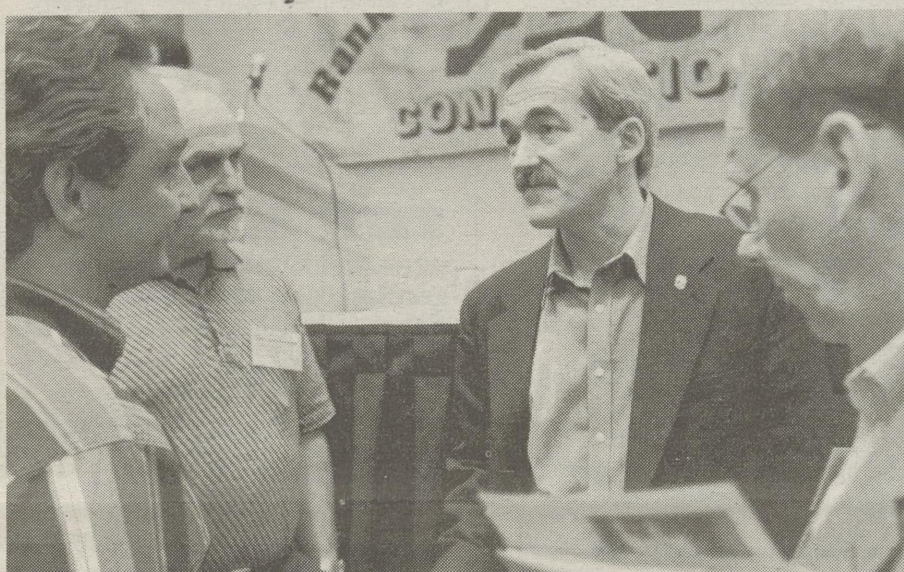
Being an Effective Leedham Campaign Organizer. See Friday.

TDU Convention 2000

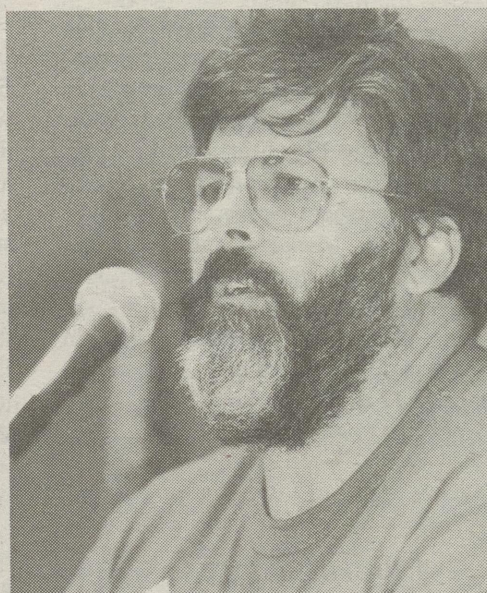
Hear from leaders of the Teamster reform movement

- How did Teamsters in Pasco, Wash., go from a Hoffa-imposed trusteeship to a reform leadership in their local?
- How did Ontario carhaulers start a reform movement and TDU chapter in their large local?
- What tactics have members used to get UPS to abide by the contract?
- How have some locals won better contracts?

Come to the convention to find out!



Tom Leedham, candidate for Teamster President on the Rank & File Power Slate, talking with members at the 1999 convention.



Overnite striker Tom Ball and Northwest flight attendant Kristi Valenzuela addressed the 1999 TDU Convention.

Meet members of the Rank & File Power Slate

- Have you had a chance to talk one on one with members of the Rank & File Power Slate?
- Want to help shape the reform campaign?
- Want to strategize with others about building the campaign throughout the union, sharing ideas that work?

You'll have the opportunity to do all of this, and more, at the TDU Convention!



Learn New Skills

- Want to learn more about your legal rights at work?
- Want tips on how to organize for your rights in your workplace and local?
- Do you have a contract coming up and want to know what you can do now to organize for it?
- Want tips for writing better grievances, making leaflets, or getting others involved?

TDU Convention workshops will cover all of these topics, and much more.

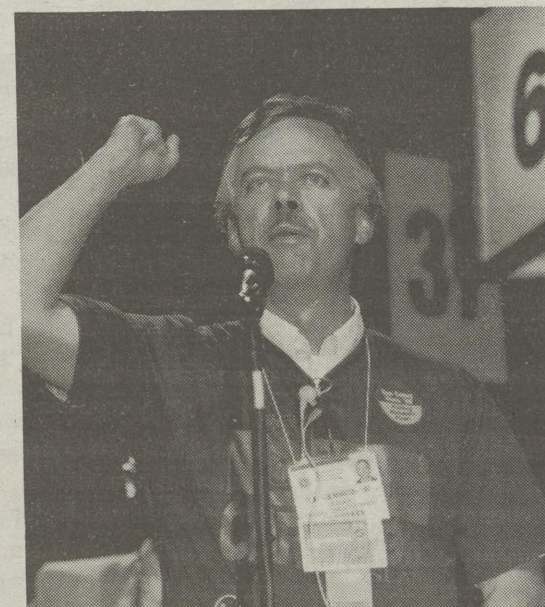
Get Ready for the 2001 Teamster Convention

- What happens at the Teamster Convention?
- What do delegates do besides nominate candidates?
- What skills do you need to be a delegate?
- What issues do reform delegates want to raise, and what can we expect from the Hoffa forces?

All of these issues will be discussed at the TDU Convention, along with workshops on running for delegate and building the Rank & File Power campaign.

Use the form on the back page to register today!

**Got questions?
Call TDU at 313-842-2600.**



Tom Gilmartin, candidate for Eastern VP on the Rank & File Power Slate, addressing the 1996 convention from the floor.

Summit Logistics Strike Threat

Members Vote Down Contract; Company Has Scabs on Hold

Workers at Safeway's giant Tracy, Calif., distribution plant decisively rejected the company's "last, best, final offer" by a 45 to 1,178 vote despite company efforts to sell it with small group captive-audience meetings and mailings to employees' homes. The Teamster Local 439 bargaining committee unanimously recommended rejection of the offer. The union represents the 1,200 warehouse workers and 400 drivers that fill all of Safeway's Northern California stores.

Summit Logistics implemented its offer Sept. 27, the day after the contract expired.

As *Convoy* goes to press the situation is tense. The workers are working day-to-day while the company has brought in replacement workers from all over the country to stand by in anticipation of a strike or lock-out. They have around 1,200 replacement workers in hotels all over Tracy, Manteca and Stockton. These scabs-in-waiting were flown in at company expense, are being kept in hotel rooms (there's not a vacant room in Tracy) at company expense, and are being paid 12 dollars an hour for 60 hours a week just to stand by.

Summit Logistics booked many of the scabs-in-waiting into the Holiday Inn Express in Tracy — the same hotel at which the negotiations were being conducted. Local 439 protested to the hotel and informed them that they would discontinue meeting there as long as the scabs were there. Several days later, as a result of the scabs' breaking hotel rules and trashing the joint, the hotel evicted them. Local 439 held a rally outside the Holiday Inn to thank the hotel for evicting them and to draw public attention to the kind of people Summit Logistics was bringing into their community. The union received excellent press coverage.

Negotiations continue, but the parties remain far apart. The company is offering only a four percent raise per year for both wage and pension increases over each of the proposed five years. This would likely not even keep up with inflation. Other issues that separate the parties are breaks for drivers and people who work in freezers, improvements in workplace safety and lower productivity requirements.

A big issue that separates the union and the company is how drivers are paid. Right now drivers get paid per trip, the value of which is determined by factors like how many miles they drive and how

many pallets they unload. This means many hours of unpaid time at a standstill as the drivers battle the congestion of Northern California traffic. Drivers say the current set-up forces them to work through their breaks.

Much of the tension dates back to when Safeway subcontracted its distribution to a third party; first SDMI and now Summit Logistics. Since that time the facility has become one of the worst sweat shops in the Bay Area, with relentless speed-up and production harassment. The rank and file has been fully involved in every step of the bargaining and member-to-member campaign. Thirteen rank and filers from every part of the facility and every shift have joined the full-time union representatives at the bargaining table, and keep everyone else involved and informed.

Chicago 705 Shows How to Do It

Winning for Tankhaul Teamsters

In the last year Chicago Local 705 has negotiated 26 contracts in the tankhaul division, and won \$3.00-\$3.50 per hour in four-year contracts. By the final contract year, 2002, top pay will be \$21.70 per hour. They take on various companies including industry giants like Amoco, Mobil, Ashland Chemical and Shell.

They've also organized, expanding the division by about 50 percent in the past few years.

How do they do it, especially since in many areas tankhaul has gone nonunion? After deregulation, the union was slow to respond in the 1980s and much of this once mighty sector of our union was lost.

The priority of Local 705 is to get renegade employers to sign a contract. If they balk, the union is prepared to apply pressure enough to put them out of business. If a company does go under, the local works to get the drivers on with another union company, even negotiating agreements to ensure people can get jobs.

The key to success is that the 23 stewards run their own houses. They are al-

ways involved in negotiations, grievances and settlements. This allows union staff to stay one step ahead of management, instead of babysitting every grievance. Stewards are volunteer organizers, too.

Local 705 makes sure they know the industry. In negotiations with Schneider Tank Line, union rep Steve Matter made clear the union knew that over \$5 million a year in revenue came from one chemical plant. If the union would put up ambulatory pickets at the plant, that big account could be lost. Schneider signed the union contract.

Currently the local is fighting for a fair contract at Transport Service. Nine drivers have been locked out for over six months. Business has dropped from 25 loads a day to two. The steward staffs the picket line, while other members have gotten work at Local 705 shops.

These are the key ways to get and keep an industry unionized. An active, involved membership, a leadership that stays one step ahead of management, and a willingness to take on every battle.

Purolator Contract Ratified

After decisively rejecting a first contract offer last month, Canadian Teamsters at Purolator Courier have ratified a new national contract by a vote of 2,808 to 1,089. Voter turnout was low, less than 40 percent.

The four-year deal is similar to the rejected offer, with a few improvements. Most notably, Purolator nearly doubled the previously negotiated annual wage increases and increased pension benefits. Other improvements include daily overtime pay after eight hours instead of nine, and improved seniority language.

The new contract does nothing to limit Purolator's increasing use of a so-called "emergency status" classification as a pretext to subcontract deliveries to nonunion

brokers, and has no substantive language to address the company's move to establish stringent discipline and attendance policies. It also does away with "hour bands," partial shifts that workers could mix and match to have more control over the pace and structure of their work day.

"It looks like the company's scare tactics worked," said Local 938 Purolator steward Joe Jephson. "Purolator was threatening massive layoffs if we walked out, and our officials basically told us that this contract was the best we were going to get. Members could see they weren't going to get support to win a better contract, so they just accepted it." Toronto Local 938 members narrowly rejected the company offer.



Come to Cleveland!

This will be my third TDU convention. I've found the educational classes and freight jurisdictional meetings to be absolutely invaluable to me in preparation for my new role as a shop steward. I've learned more about how to effectively fight for my members' rights and my own from these conventions than anything else I've tried. I'm sure you will as well.

Along with the other co-chairs of the Cleveland Chapter of TDU, Lillian Morisky, Melvin May and Mike Schaffer, I want to invite all reform Teamsters to Cleveland.

Tom Norman
Dock/Yard Steward, Yellow Freight
Local 407, Cleveland

TDU Meets

ASHTABULA, OHIO TDU

Last Saturday every even month
Saturday, Oct. 28, 1 p.m.
Geneva Country Kitchen
1741 Route 534 at I-90
Geneva, Ohio
For information call 330-797-1541

BALTIMORE/D.C. TDU

Third Sunday every odd month
Special meeting:
Sunday, Oct. 15, 2 p.m.
Sunday, Nov. 19, 2 p.m.
Location to be announced
For information call 301-317-4030

CHICAGOLAND TDU

First Sunday every even month
Sunday, Dec. 3, 2:30 p.m.
UNITE Hall, 333 South Ashland
Corner of Ashland and Van Buren
For information call 773-486-3831

GEORGIA TDU

Second Saturday every month
Saturday, Oct. 14
Time and location to be announced
For information call 770-974-7134
or 912-727-2438
e-mail: GATDU@aol.com

NORTHERN CALIFORNIA TDU

Third Saturday every odd month
Saturday, Nov. 18, 10 a.m.
Dimond Branch, Oakland Public
Library, Fruitvale and MacArthur
Oakland, Calif.
For information call 707-426-5310

SOUTHERN CALIFORNIA TDU

First Sunday every even month
Sunday, Dec. 3, 10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call 562-694-5831
or 760-951-4949

YOUNGSTOWN, OHIO TDU

Last Saturday every odd month
Saturday, Nov. 25, 2 p.m.
Denny's Restaurant
4927 Mahoning Ave.
Austintown, Ohio
For information call 330-797-1541

Local 19 Members Reject Bylaws, Get Ready to Run

Local 19 Trustee Jerry Vincent and his assistant were recently surprised when members voted by a three to one margin to reject their proposed bylaws changes.

Rank and file members who campaigned against the proposals have also organized a slate to run in the next local union election. After the bylaws vote, Vin-

cent sent a letter to all members warning them that bylaws must be passed to end their trusteeship, and threatening anyone who wants a new direction for the local.

One bylaws proposal called for an increase in the initiation fee from \$100 to \$300 — tough for skycaps who make far less than mechanics in the local.

Members circulated a "Vote No" letter prior to the walk-in voting in Houston and Dallas. Local officials took the ballot box to one plant 50 miles away, which was seen as a desperate attempt to get the bylaws passed.

After the rejection, Vincent sent his scolding letter filled with inaccuracies and insulting references. Members said the letter had no point to it, except to scare people who are looking for real change at the local.

Said Southwest Airlines mechanic, Dan Jolliff. "The letter was a reaction to the landslide defeat that they got on the vote. This was the first vote since Continental mechanics joined the local and the only time we've had 500 people participating in a walk-in vote."

Members are waiting for a release

from the now 17-month trusteeship and a democratic election.

Assistant trustee Mike Ellison is an expected candidate in the local election. He's had a tough time getting a slate. The week Vincent's letter arrived, the local also printed T-shirts and hats with Vincent and Ellison's names and attempted to hand them out to members for free. Some members were so mad that Ellison spent dues money on these that they printed the universal No symbol (red circle with a slash) over the trustees names.

Members filed a protest with Hoffa for use of dues to campaign, but it was denied. Vincent claimed not to know that anyone was interested in running for office, despite having received more than a dozen eligibility request letters from members by certified mail.

Three Running Mates Fail

Most of Hoffa Slate Accredited

As the Tom Leedham Rank & File Power Slate topped the bar in the August Accreditation Petition early and by a wide margin, the Hoffa Slate took until the last possible day, still fell short for three of their candidates, and was busted twice for diverting union resources to their campaign.

Both slates are now officially accredited, which entitles them to have campaign materials published in the coming *Teamster* magazine, which will be mailed to all Teamsters in late October. The February *Teamster* magazine will again have these "battle pages," along with three more issues next fall. The last three will include all candidates nominated at the June 2001 International Convention.

The Hoffa Slate found that the enthusiasm they saw in the last election for the son of the late James R Hoffa is waning fast. Instead of hundreds of volunteers, Hoffa had to rely on paid staff and some local officials to get petition signatures. Even still he fell short for three Canadian candidates; despite Hoffa's ludicrous claim that he had 400,000 signatures, the slate could not get even 2,500 in Canada.

More worrisome for Teamster members is that not once but twice Hoffa was busted by the Election Administrator for

continually using local union fax machines, staff and resources as his own personal campaign machine. After the Hoffa campaign was found guilty of using union resources for their campaign, they continued to do it, and were found guilty again in an Oct. 2 decision.

The Leedham petition drive started out slowly, with most Teamsters not even aware yet of the coming election. But as the weeks passed, it picked up steam and started reaching out beyond UPS and freight to grocery warehouses, food processing Teamsters, public employees, manufacturing, and more.

Many major Teamster employers illegally prevented Leedham campaigners from having access to their employee parking lots, a right guaranteed in the rules. Interestingly, not a single protest was filed for any employer showing any disfavor to the Hoffa campaign.

Anheuser Busch has been especially firm in its illegal stand against access to its Teamster employees for the slate that is challenging the Hoffa regime. That should come as no surprise, given what Hoffa has done for A-B's management. Fortunately the Election Administrator is pursuing the case against A-B and campaign access is expected to be won soon.

Minnesota Local 120

Hoffa's RISE = Raising IBT Salaries Enormously?

At the last Local 120 membership meeting, the standard reading of the Executive Board minutes included that officers voted to give 13 business agents each a \$10,000 annual raise. They said they discovered that under Hoffa's new RISE program they were entitled to overtime pay and weren't getting it.

In some locals officials' salaries are based on wages paid under the National Master Freight Agreement, at 60 hours a week. Local 120 officers say 20 hours should be at overtime rate. The RISE document states: *the appropriateness of compensation is determined by the interests of the union itself, not the interests of the agents.*

"There was a lot of complaining at this meeting," one member told *Convoy*. Peo-

ple said, "If you guys had time cards, we wouldn't disagree with this, but since you don't, we don't know that you actually work 60 hours every week."

Bob McNattin says, "Something is wrong here." McNattin is a 20-year truck driver who doesn't make the National Master Freight rate because he is working under a white paper contract. He hasn't had a raise for 12 years. At his current employer, he's on a 15 percent give back (below NMFA), plus a dollar. And, as a new hire, he has no benefits.

"When Local 544 merged with Local 120, officers got double pensions and \$1,000 per month car allowances. When they retire, their medical benefits are covered for life. The local should be talking about raising wages for its members."

TDU Leaders Look Toward Future

The August TDU International Steering Committee meeting focused on the future of Teamster reform.

Of major concern in the upcoming period are the elections for delegate in each local union, and the IBT Convention to follow in June of 2001.

A major item at the meeting was planning the TDU Convention, to be held Nov 3-5 in Cleveland. The committee has also reached out to TDU members for input in planning the convention. The TDU Convention is the *one and only* place where Teamster reformers can come together to learn, share strategies, and build a united reform movement.

The meeting came during the Accreditation Petition drive, and there was an evaluation of how the drive was going for the Leedham Slate, which TDU has endorsed.

As always, the meeting took up the need for TDU to grow and gain a stronger financial base. TDU's financial support

comes mainly from memberships and Teamster donations.

Important legal, educational and other programs were discussed. TRF, TDU's sister organization, is soon to publish a new educational booklet on how truck drivers can better protect their jobs through the use of the Surface Transportation Act safety protection provisions. Important legal developments were evaluated.

Reports were given on the Overnite Strike, the illegally-imposed trusteeship and subsequent election in Local 556 in Walla Walla, Wash., TDU's role in winning democratic improvements in the Election Rules, and other developments.

Looking ahead, the committee voted to hold the 2001 TDU convention in Pittsburgh on September 21-23, 2001.

The committee is elected each year at the TDU Convention, and consists of Teamster activists and leaders from across the continent.

Local 237 Officials Well Represented in \$100,000 Club

Ken Buny

Local 237, N.Y. Housing Authority
New York City

Thanks for a very informative report on the "\$100,000 Club." We've been passing the paper around to our fellow Local 237 members, and they can't believe their eyes.

Public employees in New York have been without a contract for six months. And our local officers are talking openly about waiting to bargain our contract until after the next mayoral election in 2001!

In the meantime, Carroll Haynes is taking home a cool \$223,830 a year. And the rest of the \$100,000 Club reads like a who's who of Local 237 officials. And these salaries don't even reflect the additional salaries that some Local 237 officials get from the city for being on full-

time leave.

No wonder Haynes and company can afford to sit around and wait to negotiate our contract. Meanwhile, Local 237 members are working harder for the same money.

Keep printing the truth, TDU. And we'll keep spreading the word to the rank and file.

Addition to \$100,000 Club

New information adds Edward Tyler of Seattle to the \$100,000 Club. His multiple salaries from the International, the Bakery Conference, Joint Council 28 and Local 227 totaled \$108,919 in salary and total compensation of \$116,010.

This brings the total number of officials in the club to 183.

Labor Resources on the Internet

The Internet is chock full of labor resources. Sorting out the useful material from the fluff can be time consuming. This is a brief overview of sites, including government and union pages. Keep in mind that many other helpful sites can be located using your search engine. For example, there are many rank and file sites for workers at various companies. And many of the sites here have links to other locations.

General Labor

AFL-CIO

www.aflcio.org

The official website of the American Federation of Labor – Congress of Industrial Organizations. Features general information about the AFL-CIO; Executive Paywatch, a fun and interesting subsection dubbed “a working families’ guide to monitoring and curtailing the excessive salaries, bonuses, and perks in CEO compensation packages.” Also features AFL press releases and political information of relevance to working families, as well as links to international union affiliates.

LaborNet

www.labornet.org

“Global online communication for a democratic, independent labor movement.” Massive site, featuring discussion forums, viewpoint pieces by veteran labor educator Harry Kelber, news divided by subject area, searchable archives, and an exhaustive set of links to other labor websites.

LabourStart

www.labourstart.org

“Where trade unionists start their day on the net.” Excellent source for late-breaking labor news from around the globe. Also features news categorized by country. Includes searchable archives, a recommended “labor book of the day,” and free web-based e-mail for unionists.

Union and Workplace Democracy

Labor Notes

www.labornotes.org

For over 20 years, the source for unionists looking to “put the movement back into the labor movement,” serves as an organizing center for rank-and-file labor activists and as the best source of labor news in the country. Led the fight against participation programs and concessions in the 1980s, currently focuses on issues of democracy and union reform. Site features sample articles from the magazine, subscription information, a listing of books and other resources, and information on the upcoming biennial conference. Essential.

ACLU Workplace Rights Page

www.aclu.org/issues/worker/hmwr.html

Legal resources on democracy and civil liberties in the workplace. Features recent

news on legislation, court decisions, press releases, and other documents relevant to union and workplace democracy. Information on hot topics such as discrimination, drug testing, electronic monitoring, and wrongful discharge.

Association for Union Democracy **www.uniondemocracy.org**

Excellent site of the national non-profit organization dedicated to union democracy. Features articles from their publication *Union Democracy Review* (as well as details on getting sample copies and subscriptions), online legal resources for trade union members, including information on the Labor Management Reporting and Disclosure Act (LMRDA), obtaining LM-2 financial reports, printable handouts, and lists of books and other resources available from AUD.

The Steward

www.thesteward.hypenet.com/frame.html

Maintained by a rank-and-file Teamster, this site serves as a source of practical information for union stewards, as well as news and links of interests.

Government

Occupational Safety and Health Administration

www.osha.gov

Features health and safety information, office directories and contact information, an on-line documents library, press releases, statements, congressional testimonies, and a listing of publications with ordering information.

U.S. Department of Labor

www.dol.gov

Exhaustive meta-site for the DOL. Offers links to DOL agencies such as the Bureau of Labor Statistics and Employment Standards Administration, on-line info on laws and regulations, an on-line library, newsroom featuring press releases and other documents, and data on everything from injury and illness to employment and unemployment.

Equal Employment

Opportunity Commission

www.eeoc.gov

Information on federal laws prohibiting job discrimination. Section on how to file charges, as well as compliance manuals and related documents.

National Labor Relations

Board www.nlrb.gov

Website for the federal agency charged with enforcing the National Labor Relations Act. Features press releases, facts about union representation elections and Unfair Labor Practice charges, information on the structure of the NLRB, a list of available manuals and resources available from the board,

pointers on Freedom of Information Act requests, and a useful on-line help desk for job-related problems ranging from age discrimination to wrongful discharge.

Labor Education

George Meany center for Labor Studies and National Labor College: **www.georgemeany.org**

AFL-CIO sponsored labor education institute and accredited college. Features general information on the school and campus, course listing and registrations information, news, information on the George Meany memorial archives, and sample articles from its publication *Labor's Heritage*.

Labor Heritage Foundation

www.laborheritage.org

“Works to strengthen the labor movement through the use of music and arts.” Features an on-line directory of labor artists and musicians, an on-line catalog of music, books, posters, and other items available from the foundation, a calendar of labor cultural events, and on-line lists of chants, songs, and other creative organizing resources.

Center for Labor Research and Education

http://socrates.berkeley.edu/~iir/clre/clre.html

At the University of California-Berkeley. Useful collection of labor history and education resources and links.

Teamster Interest

International Brotherhood of Teamsters: **www.teamster.org**

Official IBT site. Features press releases, information by trade divisions, updates on current organizing drives and contract campaigns, and other content.

Teamsters for a Democratic Union: **www.igc.org/tdu**

The official web site of the 25-year-old rank-and-file reform caucus within the IBT. Features press releases, excerpts from and information on getting copies of *Convoy Dispatch*, on-line membership inquiry forms, special interest sections for freight and UPS members, and IBT 2001 election resources. Also, the current IBT Constitution.

Tom Leedham Rank & File Power Slate: **www.leedham.org**

Official campaign page. Features campaign news, downloadable leaflets and campaign materials, a form to sign

up for e-mail updates, and information on helping with the campaign.

Office of the Election Administrator for the IBT **www.ibtvote.org**

Election rules on-line, notices and advisories, protest decisions, downloadable forms, and contact information.



Miscellaneous

Economic Policy Institute

www.epinet.org

Labor-friendly economics think-tank. Indispensable information and statistics on all manner of economic topics of interest to workers and their families. Wage rates, job growth, living standards, union density, trade, Social Security; it's all here. Also features a list of publications available from the institute.

Jobs with Justice

www.igc.org/jwj

Website for the national community/labor coalition group dedicated to promoting workers' rights and economic justice. Features information on current struggles and actions, a listing of local coalitions, and workers rights resources.

Strike Page

http://www.thebird.org/strikes

Listing of current strikes worldwide. Also includes archive of past struggles.

9 to 5: National Association of Working Women: **www.9to5.org**

Membership organization focusing on the struggle of women for economic justice. Features News & Views, facts on working women's issues (sexual harassment, FMLA, discrimination, nonstandard work, welfare/workfare), excellent job survival resources, suggestions for activism, and information on joining.

Canadian Labour Congress **www.clc-ctc.ca**

Official web site of the Canadian Labour Congress. Information on many topics, including boycotts, social justice, health and safety and human rights. Also, news updates and a publications listing.

What You Need to Know about the Teamster Convention and Election

Over the next year Teamster members will have the chance to influence the direction our International Union will take by voting for delegates to the Teamster Convention and for candidates for International office. Unfortunately, many Teamster members are kept in the dark about how these elections work, and what difference they can make.

Teamsters for a Democratic Union works to inform members about their rights and to help them enforce their rights. Here are some common questions about the upcoming union elections and the Teamster Convention.

The International Teamster Election

What is the difference between my local union and the International Union?

The Teamsters Union is made up of 530 local unions. As a member of the Teamsters, you are a member of both your local union and the International Union. You have the right to vote in elections for your local officers and the officers of the International Union.

When is the next International Union election?

Ballots for the next IBT election will be mailed October 2001 and must be returned in November. Regular elections for international officers are every five years.

What right do I have to participate in the election?

You have a right to vote, that TDU fought hard to win. We urge all Teamsters to use it.

You have a right to information about the candidates for IBT office. See the October *Teamster* magazine for the first "battle pages" where candidates will put forward their platforms.

You have a right to voice your opinion. You have a right to actively support candi-

dates for IBT office or for delegate. These rights are enforced by an independent, court-appointed Election Administrator.

TDU can help you file a protest with the Election Administrator if an employer, a union official, or a fellow member tries to interfere with your election rights. TDU can also get you a copy of the election rules.

What are other violations of my election rights?

Dues money, union staff time and resources can't be used to campaign for anyone running for office. If your local union officers or business agents urge support for candidates at union meetings or on staff time or if they otherwise use union money to campaign, you should contact TDU.

Other election rules apply. A 48-hour time limit sometimes applies to filing election protests, so you should report any problems immediately.

The Teamster Convention

What does the Teamster Convention do?

The Teamster Convention is the highest decision-making body of the union. Members in every local elect delegates to represent them at the convention.

Delegates will vote on changes to the Teamster Constitution and nominate candidates for the next election for International Union officers. A Teamsters Convention is held every five years. The next convention will be held June 25-29, 2001, in Las Vegas.

What difference does the Teamster Convention make to me?

The delegates who meet in Las Vegas can vote to take away our rights or to strengthen them. In the past, working Teamsters organized through TDU have fought for and won important changes, like majority rule on contracts. Many

Teamster officials have opposed these reforms.

We need to elect delegates who will vote to expand the democratic rights of Teamsters, such as the right to decide in our own local bylaws if we want elected business agents; an end to outrageous and multiple salaries for officials; more union resources into organizing; the right of members to vote before locals are dissolved or merged; and to protect our right to vote for IBT officers and delegates.

Who will choose the convention delegates from my local union?

The delegates from your local will be elected by the members. Local unions send one delegate for the first 1,000 members, and an additional delegate for each additional 750 members.

Is our right to elect delegates secure for the future?

No. Most of our International officials and old guard officers are against it, and, in fact, they voted to insert wording in the IBT Constitution (Article II, Section 4(g)) to end elections for delegates and make the officers automatically delegates. This language is in special "bold print" because it violates the Consent Order.

Our Right to Vote for delegates is contained in Article III, Section 5(a) *only because of the Consent Order*. The International officials are lobbying hard to eliminate the Consent Order, and thus *do away with our right to elect delegates*.

We need to elect delegates who will vote at the convention to ensure Teamsters' right to elect delegates in the future.

Who can run for convention delegate?

Any member who has been in continuous good standing for 24 months prior to the nominations is eligible to run for delegate. The local pays for costs, including lost work time.

For more information on how the union works, election rules, or convention delegate elections, contact TDU at 313-842-2600.

Why I'm Running for Delegate

**Greg Charron,
Local 728 Vice-President
Atlanta**

Reform in our union has never been an easy or a straight road. We've made many advances, but have also experienced our share of setbacks and shortcomings. We see this now in Atlanta Local 728. Weakened by threats, enticed by promises — or just comfortable with cozy relationships with employers — two officers have joined anti-reform forces. With Hoffa working behind the scenes, they are hoping to turn back the clock on reform and member rights in our local.

We can and will overcome this challenge, I believe, and even use it to win stronger reforms in our local.

The delegate campaigns are an important way to support the fight for democracy in our national union. They also are an excellent way to involve members and build support for democracy within our locals. They are definitely the next step forward in our local.

I am running for delegate and encourage other reform-minded members to do the same. The torch for Teamster reform is still burning strong. We need to make it stronger yet and carry it to the floor of the convention.

Running for IBT Convention Delegate

Minn. Teamsters Get Prepared

**Erik Jensen
Local 320, University of Minn.
Minneapolis**

We're off and running in Minnesota! Teamster members from several locals came together for a successful workshop on running for delegate to the 2001 IBT Convention, led by TRF staff.

We wanted everyone who is interested in running to know the basics and to get off to a good start, so we organized a kickoff training session. It was two hours packed with information, answers to our questions, and ideas to get going — from eligibility, to building a network, to protests. If you're thinking about running, this is a worthwhile first step.

Those who have run for election in the past can be a big help to those who are running for the first time. After covering a

lot of ground on how to build a successful campaign, we broke down by local to discuss next steps for each slate. We even used the opportunity to take photos for our campaign literature.

Since we can win in more than 50 percent of the elections we actually run in, we're giving it our best shot in Minnesota. It's important that we get as many delegates as possible to the Teamster Convention in June. We're seeking and encouraging even more people to run.

Anyone interested in holding a similar workshop in your area should contact TDU. Or take advantage of the TDU Convention Nov. 3-5 in Cleveland, where this workshop and others will be held that can help you build a winning delegate campaign and make changes at your workplace.

Delegate Elections Timeline

Sept. 30, 2000	Local Union Plans for delegate and alternate delegate nominations and elections are due to the Election Administrator (EA).
Oct. 15, 2000	First list of tentative dates of delegate and alternate delegate nomination meetings and elections distributed by EA.
Jan. 1 - March 10, 2001	Nominations for delegates and alternate delegates. Minimum 21-day advance notice by mail to members. Minimum of 30 days after nominations before ballots mailed. Minimum of 21 days after ballots mailed before being counted.
June 25-29, 2001	IBT Convention, Las Vegas

Register Now for TDU Convention

*You don't want
to miss it!*

It's your one chance this year to get together with reform Teamsters from across the continent to share information, plan for the future, and have fun!

See page six for a listing of educational workshops and convention schedule.



Fighting for a better contract. Defending our rights. Mobilizing the rank and file to fight for reform. That's what TDU is all about. And there's no better place to hone the tools of our trade than the TDU Convention. You bet we'll be there!

Harry Corino, Carlos Cruz, Chris Sullivan, Ken Buny, Robert Galleano
Local 237, New York City Housing Authority

CONVENTION INFORMATION

All events will take place in the **Sheraton Airport Cleveland**, 5300 Riverside Dr. Use the form below to reserve rooms at our special group rate. The convention will begin Friday at 1 p.m. and end Sunday at 3:30.

The hotel features a fitness center with indoor pool, jacuzzi, sauna and exercise room.

Childcare available by advance reservation only. Contact TDU at 313-842-2600 before Oct. 1 to make arrangements.

TRANSPORTATION FROM THE AIRPORT

Free shuttle from Hopkins Airport runs 24 hours. Go to baggage claim level and look for Hotel Information sign. There are two sets of phones. Dial the Sheraton and ask for the courtesy van to pick you up. Phones also available at Sheraton Airport Hotel Courtesy Desk at Exit 6.

DRIVING DIRECTIONS

From the South: 1-71 N. to Snow Rd. exit; go left. Go right at third light. Follow signs into airport. Hotel on your left.

From the North: I-90 W. through downtown Cleveland. Follow I-71 S. past W. 150 St. exit. About one mile past exit, get in far left lane and follow signs for Rte. 237-Airport. After series of bridges you will see airport on right. Two lanes go into airport; stay in left lane. Sheraton on your left at first light.

From the East: Ohio Turnpike to Exit 10 (Rte. 71). Take 1-71 N. to Snow Rd. Left on Snow Rd. to third light, turn right and follow signs into airport.

From the West: Ohio Turnpike E. to Exit 9A (Rte. 480). Rte. 480 E. to Grayton Rd., turn right. Make immediate left onto Brookpark Rd. to Rte. 237 S. and follow signs into airport.

PARKING: Free secured parking for hotel guests, \$6 per day for those not staying at the hotel.

TDU RANK & FILE CONVENTION, NOV. 3-5

REGISTER NOW!

Postmark your registration no later than Oct. 13 and receive \$10 discount (\$5 for one day). See below for travel discounts that may also apply.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$165 x _____

Sat. & Sun. 130 x _____

Sat. only 100 x _____

Total Registration Cost = _____

☐ nonsmoking room ☐ smoking room

_____ single room

_____ double room with _____

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights x \$90 = Housing Cost = _____

☐ \$35 - one-year membership

☐ \$85 - three-year membership

☐ \$20 - spouses, retirees and Teamsters
grossing under \$17,000

Membership Cost = _____

TOTAL COST = _____

_____ \$10 if postmarked by Oct. 13 (\$5 if one day)

_____ \$10 travel over 500 miles one way

_____ \$20 travel over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$90 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

CREDIT CARD PAYMENT

Visa/MC # _____

Exp. date ____/____/____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, Box 10128, Detroit, Mich. 48210